

CONFIDENTIALMINUTESOF THECIA CAREER COUNCIL

30th Meeting, Thursday, 21 June 1956, 4:00 p.m.
Room 154, Administration Building

Present: Harrison G. Reynolds, D/Pers, Chairman
Robert Amory, Jr., DD/I, Member
[REDACTED], A/IG, Alt. for IG, Member
[REDACTED], COP-DD/P, Alt. for DD/P, Member
[REDACTED], D/OC, Member
[REDACTED], PS/TR, Alt. for DTR, Member
Lawrence K. White, DD/S, Member
[REDACTED], Executive Secretary
[REDACTED], Reporter

Guests: [REDACTED], DD/Pers
[REDACTED], A/DD/I
[REDACTED], C/PED/OP

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1. The Council approved the minutes of the 28th meeting of the CIA Career Council as distributed.
2. The Council approved that the recommendation (item 2a on the Agenda) for members of the Honor Awards Board be forwarded to the Director for appointment by him.
3. The Council briefly discussed the memorandum of the Chief of Operations, DD/P (item 2b on the Agenda) and the reply of the Honor Awards Board relative to dissemination of information regarding the program and awards that had been made. It postponed action until the issues could be further clarified.
4. Item 3 on the Agenda, the "Competitive Promotion System," which had been presented but not discussed at the 28th meeting on 7 June, was introduced by the Deputy Director (Support). He related the conclusions of the Heads of all the Career Services in the DD/S area, which had been arrived at in a meeting of the Support Career Board, to the effect that they recognized the need for the competitive promotion system and believed that the proposed program was workable. Nine questions of a material nature were raised. The Council agreed with the conclusions of the Support Career Board on the first five as follows:
 - (a) "1. Will not this system penalize a man who is particularly well suited for a specific job and, therefore, should be given priority over others with whom he is in competition?"

The system does not prohibit spot promotions which can be recommended at any time by the head of the Career Service concerned.

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- (b) "2. Will this system not have a tendency to relieve immediate supervisors of their responsibilities for recommending promotions?"

Supervisors will make recommendations just as they do now.

- (c) "3. Is it desirable to create an additional group of panels in addition to the Career Service Boards already in existence?"

Additional panels are not necessary if existing Boards can handle the workload.

- (d) "4. Won't the preparation of profiles be a considerable workload?"

Yes. However, the development of Biographic Profiles is necessary for other reasons than competitive promotion (e.g., privacy of the files).

- (e) "5. Would Career Services be able to sub-allot their promotion quotas in order to provide competition between functional specialists such as psychologists, rather than to have a psychologist competing against an administrative officer, which, of course, would be difficult to judge?"

The system is designed to permit sub-allocation.

5. The Council discussed the remaining four questions in detail. They were:

- (a) "6. Is mandatory review each six months manageable? Will the sheer volume of work for a panel result in superficial consideration? In order to cut down the workload, should we confine competitive promotion to the higher grades for the time being?"
- (b) "7. Is it desirable to have mass promotions in a given grade, or would it be better to have a system which distributed these promotions over the entire six months period?"
- (c) "8. Should we have a quota system, or should Career Services be able to promote within the limits of authorized tables of organization?"
- (d) "8. Since promotion is only one facet of personnel administration, are we not placing too much emphasis on the words 'promotion' and 'zone of consideration'? Should we not think of this examination as a 'performance review' which would consider who to get rid of, who should have additional training, etc., and who to promote?"

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6. After general discussion on questions 6 and 7, during which Mr. [REDACTED] clarified a number of technical points, it was the consensus that:

- (a) once the system was under way, consideration on an across-the-board basis once a year was adequate, with the provision that spot promotions of outstanding cases could be made at anytime.

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(b) the system would be phased into being by working from GS-14 down, until all levels from GS-14 to GS-7 were on the same basic system, and

(c) the effect of the annual consideration would, for all practical purposes, mean that many promotions would be effected simultaneously, but that the timing on each would be left to the operating component.

7. With respect to question 8 it was agreed that for the time being competitive promotion would be tried without a quota system. A close post-audit would be kept of the promotion rate and after six months or a year the Council would re-consider the advisability of establishing a quota system.

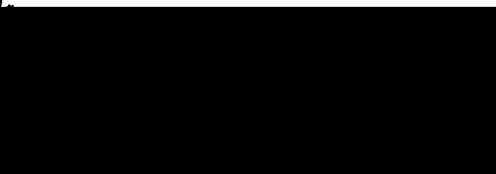
8. With respect to question 9 it was agreed that for the time being the Agency would use, on a formal basis, the proposed system of simultaneous consideration by panels, only for competitive promotion. At a later date, after some experience has been gathered, consideration of comparative evaluation and assignments might be found to be practical.

9. The Council reviewed the Biographic Profile and agreed that the draft of each individual Biographic Profile would be referred to the individual concerned for verification of facts. It was also agreed that that part of the Profile having to do with Reserve Status would be revised.

10. It was agreed that the implementing regulations and all related papers and instructions would be referred to the Council at a future meeting for final approval before being put into effect.

11. The Council considered a memorandum from the Board of Directors of GEHA and referred it to the General Counsel for study.

12. The meeting adjourned at 5:00 p.m.



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Executive Secretary
CIA Career Council

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